



# National Guard HUMAN GOALS

Our nation was founded on the principle that all individuals have infinite dignity and worth. The National Guard, with its state and federal missions, must always be forthright and diligent in carrying out this principle. We must be respectful and supportive of individual needs, capabilities and aspirations.

A well trained, well equipped, diversified and cohesive National Guard is essential to the Defense of our Nation. The National Guard represents the best that America has to offer as Airmen and Soldiers serve the cause of freedom worldwide. Our National Guard personnel are entitled to serve in an environment that employs their talents, develops their potential, and recognizes their achievements. Our strong commitment to the National Guard team and their families must accurately symbolize the weight of the responsibility and trust placed in their skill and selfless service as they work side-by-side with members from all branches of America's military force. The leadership and commitment of the National Guard will instill the highest sense of pride in our people, their work, their uniform, and the National Guard missions.

## TO ATTAIN THESE GOALS, WE MUST STRIVE—

To attract to the National Guard men and women with ability, dedication and capacity for growth.

To improve morale and productivity through visible and active command programs of equal opportunity and regard for individual well-being and safety as an integral part of the readiness of the National Guard.

To reflect the demographic diversity in each state and territory using innovative methods to recruit, train, retain, and promote the Guard's military members, technicians and civilian employees.

To foster a culture that treats men and women as full and equal partners on the National Guard team.

To develop tomorrow's expeditionary Airmen, Soldiers and civilians, consistent with the requirements of law. America's security depends upon it.


To make the National Guard a leader in the fair, equitable and nondiscriminatory treatment of all its members and employees.


To establish an environment in the National Guard that recognizes people as its most important resource.

To promote an environment that encourages teamwork and constructive working relationships, that employs the best available leadership practices, techniques and tools for the continuous pursuit of excellence.


To enhance the members' military and civilian job performance by establishing and maintaining community support and to strengthen the partnership between employers and military leaders of the National Guard.

  
Acting Director, ARNG

  
Director, Joint Staff, NGB

  
Chief, National Guard Bureau

  
Director, ANG

  
Comptroller and Director,  
Administration and Management, NGB